

# Welcome to the Webinar!

## Identifying and Sharing Best Practices From High-Performing Charter Schools

We will be starting soon.



# Identifying and Sharing Best Practices From High-Performing Charter Schools

March 21, 2012



# CECR Overview

- Center for Educator Compensation Reform (CECR)
- Provide information and assistance to the grantees of the Teacher Incentive Fund (TIF)
- Increase public awareness about compensation reform
- Build a nationwide network of informed consumers and provide the next wave of educator compensation reform leaders with a virtual toolkit

# Organization of the CECR Website

The screenshot displays the CECR website's layout. At the top, the CECR logo and name are on the left, and a search bar is on the right. Below this is a navigation bar with four tabs: 'New to Performance-Based Compensation' (yellow), 'Development and Implementation' (orange), 'National Perspective' (green), and 'TIF Grantees' (blue). The main content area features a large photo of two men at a desk, a headline about raising national awareness, a 'What's new' section with links to a peer review and an assessment survey, and a newsletter sign-up button. Below these are four colored boxes, each corresponding to a navigation tab, listing key resources. At the bottom, a footer contains links to 'About Us', 'Contact Us', 'Site Map', 'Privacy Policy', 'PDF Reader Download', and 'Flash Player Download', along with the ED.gov logo.

**CECR** Center for Educator Compensation Reform

Search

New to Performance-Based Compensation Development and Implementation National Perspective TIF Grantees

*Raising national awareness of effective strategies for performance-based compensation and supporting the Teacher Incentive Fund Grantees*

**What's new** Sign Up for CECR's Newsletter

Peer Review: Getting Serious About Teacher Support and Evaluation

**Assessment Survey:** Identifies different states' assessments in grades, subjects, and languages, not required under ESEA.

December 2011/January 2012 Newsletter

**New to Performance-Based Compensation**

- Establish an Understanding of the Various Components of Performance-Based Compensation
- Read the Available Research on Performance-Based Compensation
- Explore Case Summaries from Existing Alternative Compensation Programs

**Development and Implementation**

- Utilize Multiple Resources Based on the Six Areas of Focus
- Listen to Podcasts and Webinars on Performance-Based Compensation
- Read Syntheses of Lessons Learned Through the Harvesting Project and Guidebook Chapters

**National Perspective**

- View a National Map of Performance-Based Compensation Initiatives
- Review Research and Articles Through an Online Library
- Access Archived Newsletters

**TIF Grantees**

- Access Grantee Profiles
- Annual Grantee Meeting Materials

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ED.gov

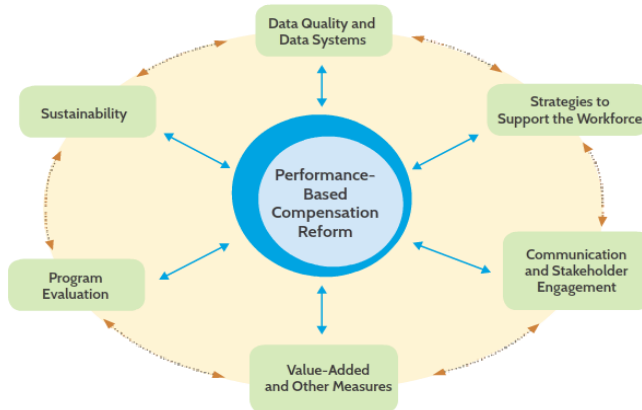
# New to Performance-Based Compensation

## New to Performance-Based Compensation

 [Sign Up for CECR's Newsletter](#)


### How Performance-Based Compensation Reform Works

Performance-based compensation requires the coordination of several components. For successful implementation of performance-based compensation, data quality and data systems, strategies to support the workforce, communication and stakeholder engagement, value-added and other measures, program evaluation and sustainability must all work together in a systematic and strategic way. Click on any of the six components to learn about the resources CECR can provide.



### Background Information

Below are a series of resources designed to provide background information on performance-based compensation.

[Implementation Checklist](#) 

[Guide to Implementation](#)

[Emerging Issues](#)

[Case Summaries](#)

[Research Syntheses](#)

[Annotated Bibliographies](#)

[Presentations](#)

[Harvesting Papers](#)

# Development and Implementation

## Development and Implementation



Sign Up for CECR's Newsletter

Resources in this section provide general information on performance-based compensation.

### Data Quality and Data Systems

Resources in this section provide support for those planning and implementing high-quality data systems, and for those interested in how to use data to support performance-based compensation.

### Strategies to Support Workforce

Information is available on educator evaluation systems, professional development, and human capital development strategies to increase student learning.

### Communication and Stakeholder Engagement

CECR provides resources for those working to communicate effectively and develop support for performance-based compensation programs among teachers, administrators, unions, parents, the community, and the media.

### Value-Added and Other Measures

Measuring student growth is an important component of performance-based compensation. Resources focus on the definition, design and review of value-added models as well other student growth measures.

### Program Evaluation

Information is provided on using formative and summative assessment to evaluate and improve performance-based compensation programs.

### Sustainability

Resources are provided sustain performance-based compensation systems long-term by aligning them with state and district initiatives and fiscal goals.





# Strategies to Support Workforce

The screenshot displays the CECR (Center for Educator Compensation Reform) website. At the top, the CECR logo is on the left, and a search bar is on the right. Below the header is a navigation bar with four tabs: 'New to Performance-Based Compensation', 'Development and Implementation' (which is active), 'National Perspective', and 'TIF Grantees'. The main content area is titled 'Development and Implementation' and features a sidebar on the left with a list of links: Home, Data Quality and Data Systems, Strategies to Support Workforce (highlighted), Overview, Presentations, Tools and Products, Papers, Communication and Stakeholder Engagement, Value-Added and Other Measures, Program Evaluation, and Sustainability. The main content area has a sub-header 'Strategies to Support Workforce' and a paragraph stating: 'Information is available on educator evaluation systems, professional development, and human capital development strategies to increase student learning.' Below this are four sections: 'Overview' (Access materials that provide a general overview of the issues and challenges associated with Strategies to Support Workforce.), 'Tools and Products' (Utilize tools and products from CECR, the U.S. Department of Education, TIF Grantees and other experts on Strategies to Support Workforce.), 'Presentations' (View Webcasts, Podcasts, Videos and Slide Presentations from experts on Strategies to Support Workforce.), and 'Papers' (Review various publications related to Strategies to Support Workforce.). The 'Presentations' section includes a bulleted list: Videos, Podcasts, and Slide Presentations. At the bottom of the page is a footer with links: About Us | Contact Us | Site Map | Privacy Policy | PDF Reader Download | Flash Player Download.

CECR Center for Educator Compensation Reform

Search

New to Performance-Based Compensation Development and Implementation National Perspective TIF Grantees

Development and Implementation

Sign Up for CECR's Newsletter

Home  
Data Quality and Data Systems  
**Strategies to Support Workforce**  
Overview  
Presentations  
Tools and Products  
Papers  
Communication and Stakeholder Engagement  
Value-Added and Other Measures  
Program Evaluation  
Sustainability

## Strategies to Support Workforce

Information is available on educator evaluation systems, professional development, and human capital development strategies to increase student learning.

### Overview

Access materials that provide a general overview of the issues and challenges associated with Strategies to Support Workforce.

### Tools and Products

Utilize tools and products from CECR, the U.S. Department of Education, TIF Grantees and other experts on Strategies to Support Workforce.

### Papers

Review various publications related to Strategies to Support Workforce.

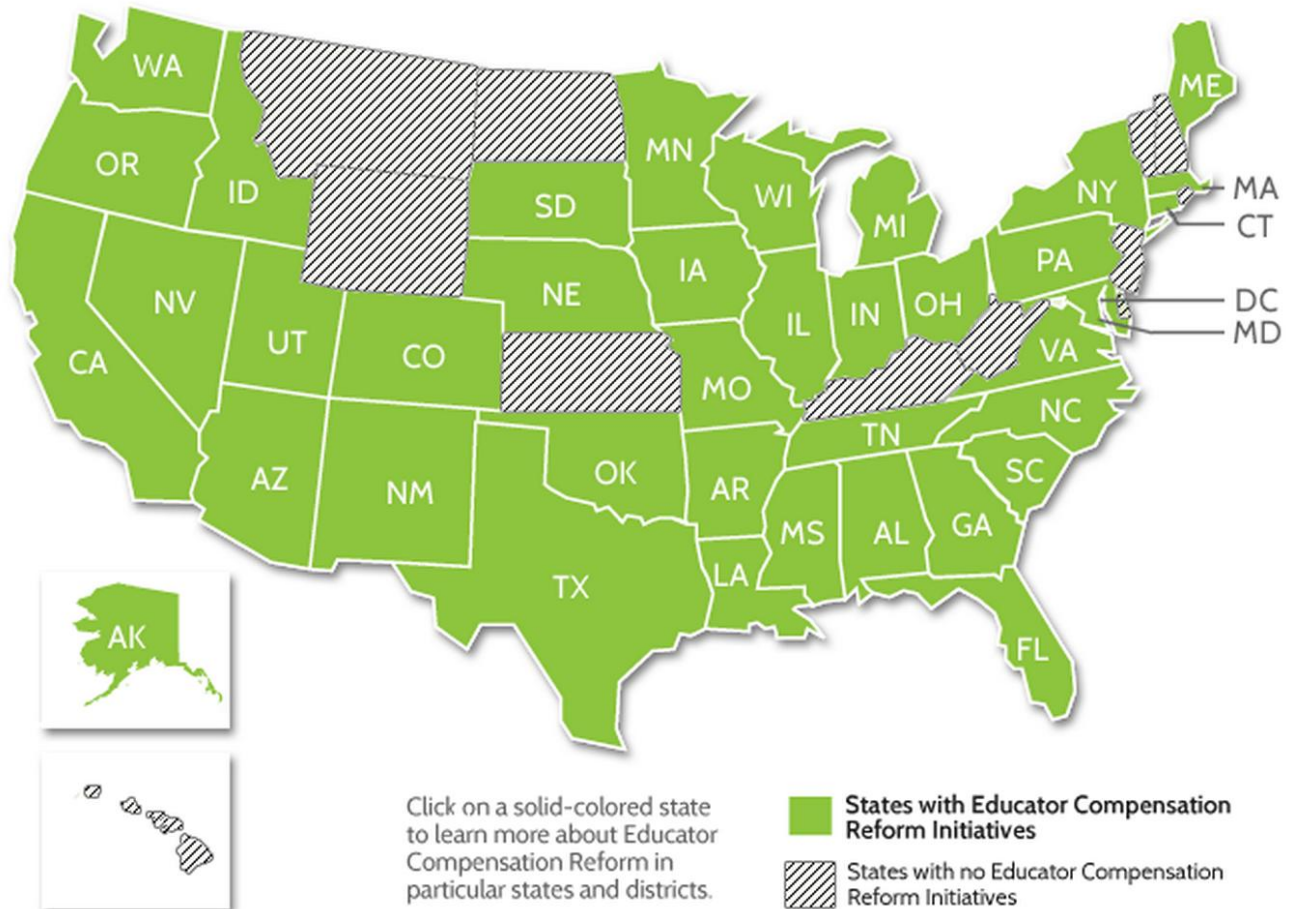
### Presentations

View Webcasts, Podcasts, Videos and Slide Presentations from experts on Strategies to Support Workforce.

- Videos
- Podcasts
- Slide Presentations

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# National Map





# Sample State Page

## National Map

[Return to Map](#)[TIF Cohort 1 & 2](#)[TIF Cohort 3](#)[Non-TIF](#)

## Texas Compensation Reform Initiatives

### State Initiatives

- [Governor's Educator Excellence Award \(GEEG\), Texas Educator Excellence Award \(TEEG\) and District Award for Teacher Excellence \(D.A.T.E.\)](#)

### District Initiatives

- [Aldine Independent School District](#)
- [TIF](#) [Austin-REACH](#)
- [Austin-REACH](#)
- [TIF](#) [Dallas-Principal and Teacher Incentive Pay](#)
- [TIF](#) [Fort Worth-PEAK Rewards](#)
- [TIF](#) [Galveston Independent School District](#)
- [TIF](#) [Houston-ASPIRE](#)
- [TIF](#) [Houston-Project SMART](#)
- [TIF](#) [Irving-Uplift Education](#)
- [Pasadena Independent School District](#)
- [TIF](#) [Round Rock-Round Rock Incentives for Superior Education \(RRISE\)](#)
- [TIF](#) [San Antonio-Teachers and Principals Awarded for Student Achievement \(TAPASA\)](#)

### Other Initiatives

- [TIF](#) [Austin-Texas Education Agency-Teacher Advancement Program \(TAP\)](#)
- [TIF](#) [San Antonio-Teacher Effectiveness Process \(TEP\)](#)
- [TIF](#) [The University of Texas System-Teacher Advancement Program \(TAP\)](#)

[Return to Map](#)

The CECR team updates all map profiles once a year

# Sample Map Profile

[Return to Texas Map](#)

*Map*Profile

## Texas

### Houston

Aldine Independent School District  
14910 Aldine Westfield Rd.  
Houston, TX 77032  
281-449-1011 Website: <http://www.aldine.k12.tx.us/index.cfm>

## Program Overview

The Aldine Independent School District (AISD) has offered performance incentives for teachers, school administrators, and paraprofessionals since the 1996–97 school year. The awards are based on several aspects of school performance including the district accountability rating, student performance on the Texas Assessment of Knowledge and Skills (TAKS), school attendance rate, and school climate. Schools earn bonus awards on a per-teacher basis for each of these aspects of school performance. For example, schools earn \$175 per certified teacher and \$50 per paraprofessional for making adequate yearly progress. AISD distributes the awards to each school, and a school steering committee decides how to distribute the awards to school staff. The district also offers recruitment incentives for teachers in high-need subject areas. Teachers who are certified to teach in the following areas earn a pay supplement: Montessori (\$1,500); English as a second language (\$2,000); secondary mathematics, science, and reading (\$3,000); special education (\$3,000); and bilingual education (\$4,000). The district distributes the supplements in October and March.

## Program Information

- [ECS State Notes: Aldine Independent School District](#)
- [Top 25 Reasons to Work in Aldine: Compensation](#)
- [AISD Critical Needs Supplement](#)
- [AISD Accountability Award System for the 2005–2006 School Year](#)

## Select Articles and Reports

- [Governor Visits Oleson Elementary School to Present Grants for Teaching Excellence](#) (September 12, 2006). *AISD*.
- [Examining Teacher Performance Incentives](#) (April 21, 2004). *House Research Organization, Texas House of Representatives*.

# Library

## Library: Online Search

CECR assembled the online library as a searchable database of educator compensation reform.

All publications are evaluated *using standardized criteria*, and are published within the past 20 years.

Need to quickly find evidence-base for a specific topic? See

All Publications  
Data Collection  
Data Systems  
Incentives for Teaching Hard-To-Fill Subjects  
Incentives for Teaching in High-Poverty, Low-Performing, or Hard-To-Staff Schools  
Measurement  
Measurement: Teacher Performance  
Measurement: Principal Performance  
Measurement: Value-Added Assessment  
Measurement: Student Achievement  
Differentiated Pay  
Knowledge and Skill-Based Pay  
Performance Pay  
Communication and Building Support for Alternative Compensation Systems  
Sustainability  
Educator Pay  
Pensions  
All Publications

Locality:  
☒ All  
☐ Urban  
☐ Rural

Search for:		
	AND	
	AND	
Limit to:	Educator compensation issue areas: <input checked="" type="radio"/> All <input type="radio"/> Urban <input type="radio"/> Rural	
Limit to:	Publication type:	All Publications
Limit to:	Publication date:	All years
Limit to:	Geographical Focus:	All

Begin Search Now

[Search instructions](#) are available to assist in using the library search tool.

# Questions?

Ellen Cushing  
[ecushing@air.org](mailto:ecushing@air.org)  
(202) 403-6211

## About the Resource Center

The **U.S. Department of Education** is committed to promoting effective practices, providing technical assistance, and disseminating the resources critical to ensuring the success of charter schools across the country. To that end, the Education Department, under a contract with American Institutes for Research, has developed the **National Charter School Resource Center**.

## Presenters

**C. Allison Jack**

Senior Program Director

New Leaders

Effective Practice Incentive Community

National Charter School Consortium

**David Negron**

Manager

EPIC National Charter School Consortium



## **NEW LEADERS EPIC NATIONAL CHARTER SCHOOL CONSORTIUM**



**Identifying and Sharing Effective Practices  
from High-Performing Charter Schools**

**Wednesday, March 21, 2012  
3-4 pm (Eastern Time)**

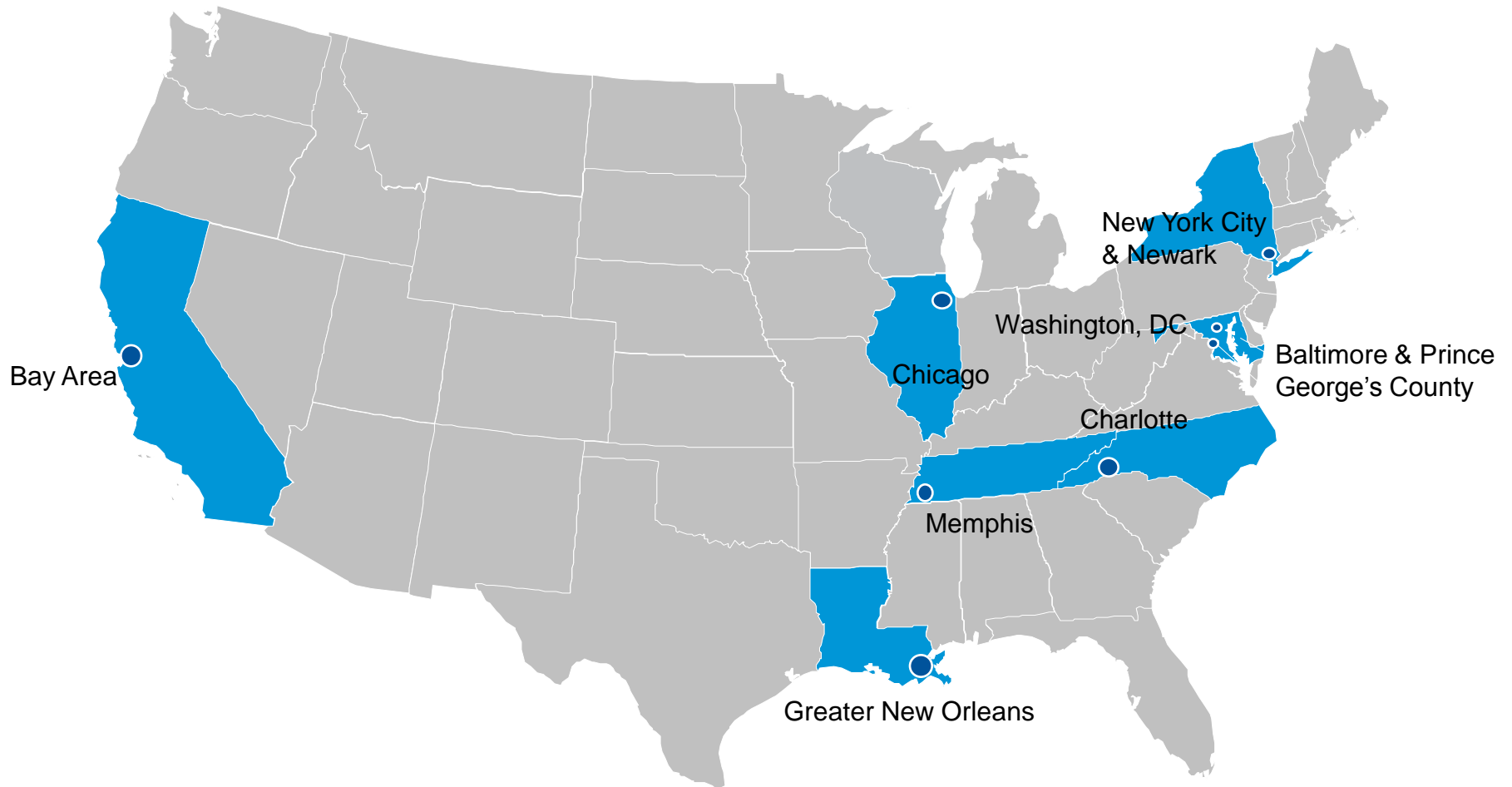
# Today's Agenda

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- Introduction of EPIC National Charter School Consortium
- EPIC in Action: What We Do
- EPIC Value-Added Model
- Consortium Participants and Award Winners
- EPIC Investigation & Analysis Framework
- EPIC Investigation Process
- EPIC Knowledge System
- Examples of EPIC Best Practices
- Discussion

# New Leaders

- Established in 2000 and currently operating in 12 urban locations



# EPIC: Expanding Our Access to High-Gain Schools

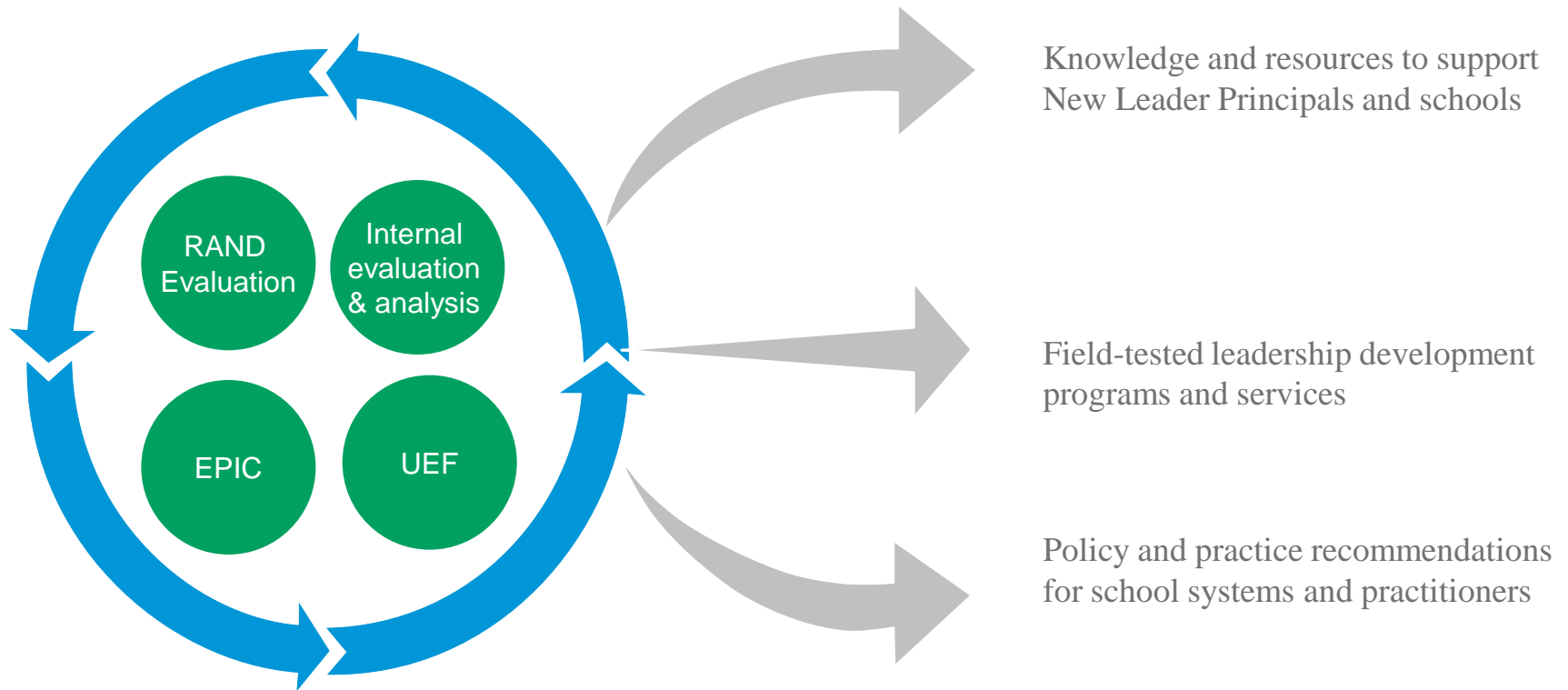
In 2006, New Leaders launched the **Effective Practice Incentive Community** to:

- Significantly increase the number of high-gain schools we could access and learn from
- Use the knowledge gained of what is working to transform these schools to strengthen New Leaders programs
- Share what we've learned with educators nationwide through professional development tools and leadership development programs



# New Leaders Organizational Research & Learning

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# Effective Practice Incentive Community

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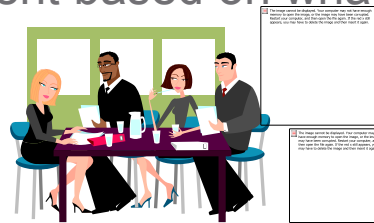
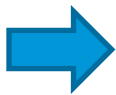


EPIC rewards educators in schools making significant student achievement gains who agree to share their effective practices so others may learn from their successes.



# EPIC in Action: How it works

1. Charter schools apply by submitting application and student test score data.
2. EPIC identifies schools driving the highest student achievement gains.
3. EPIC awards educators for sharing their effective practices.
4. EPIC investigates and documents the effective practices.
5. EPIC creates & shares case studies from award-winning schools.
6. EPIC develops professional development based on what we've learned.



School data is analyzed to identify **highest gains** schools

EPIC awards educators

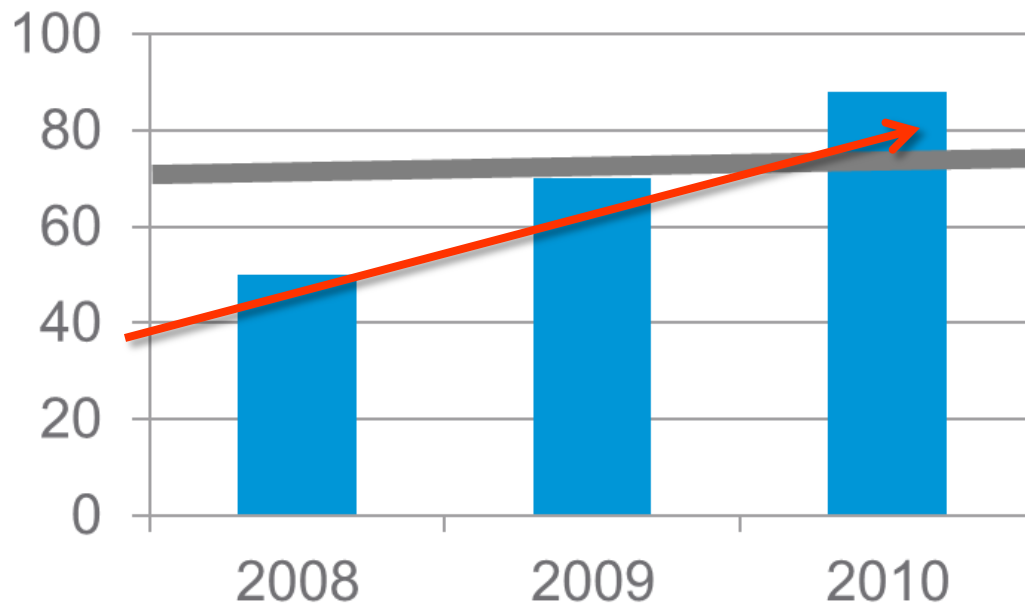
EPIC works with school leaders to identify and documents effective practices

EPIC shares practices through the Knowledge System

# How Does EPIC Analyze Schools?

- Schools with **the highest average gains in Math and Reading on state test scores** are EPIC winners.

**Gains at Sample School  
Over 3 School Years**



“Sample School” did not meet proficiency standards two years ago, but steady **gains** make this school competitive for an EPIC grant. Meeting proficiency is NOT a factor for an EPIC award.

## KEY

**Gains in test scores**

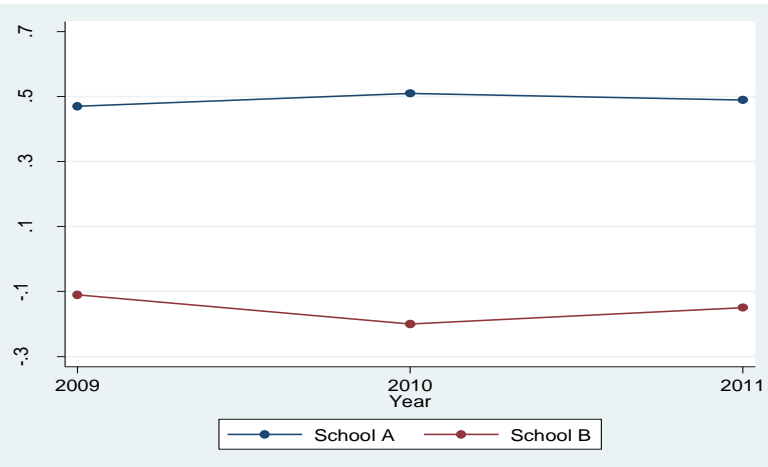


**State Proficiency**



# Example: Standardized Scores vs. Growth

Graph 1. Reading *Standardized Scores*, 3 Years



Graph 2. Reading Score *Gains*, 3 Years

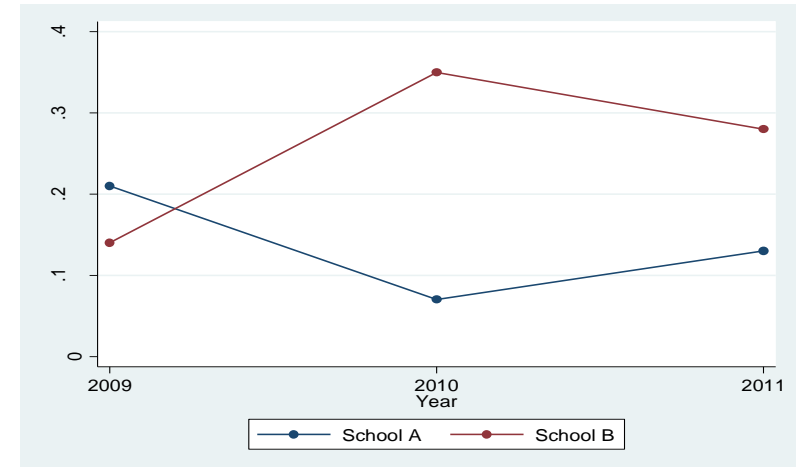


Table 1.

Characteristics	School A	School B
State	Massachusetts	California
State NAEP Reading Level	0.40	-0.39
School Reading Level, 2010-11	0.49	-0.15
Reading Growth, 2010-11	0.13	0.28
Percent FRL, 2010-11	84%	99%
Enrollment, 2010-11	430	300

# EPIC National Charter School Cohort 5 Award Winners

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## **GOLD GAIN SCHOOLS**

*Schools are listed alphabetically. Gold-gain schools are the highest ranking schools in the value-added analysis completed by Mathematica Policy Research.*

**MATCH Charter Public High School – Boston, MA**  
**Reynolds Arthur Academy- Troutdale, OR**  
**West Denver Prep Harvey Park Campus – Denver, CO**

## **SILVER GAIN SCHOOLS**

*Schools are listed alphabetically. Silver-gain schools are the next highest ranking schools in the value-added analysis completed by Mathematica Policy Research.*

**Boston Collegiate Charter School – Boston, MA**  
**Codman Academy Charter Public School – Dorchester, MA**  
**Community Charter School of Cambridge – Cambridge, MA**  
**Community Day Charter Public School – Lawrence, MA**  
**DC Prep Academy Edgewood Middle Campus – Washington, D.C.**  
**KIPP Journey Academy – Columbus, OH**  
**Leadership Public Schools Hayward – Hayward, CA**  
**Leadership Public Schools Richmond – Richmond, CA**  
**Pride Academy Charter School - East Orange, NJ**  
**Voices College-Bound Language Academy - San Jose, CA**  
**YES Prep Gulfton – Houston, TX**

# Number of EPIC Charter Schools in Each State

## EPIC Charters

- 384 Schools in 5 Cohorts
- 29 States
- 26 schools in all 5 Cohorts



# EPIC Investigation & Analysis Process

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The EPIC investigation process benefits principals and leadership teams.

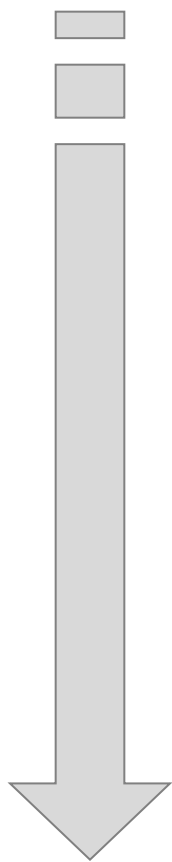
“The Effective Practice [process] pushed us to ask ourselves a lot of questions as a leadership team that we have never asked ourselves before. The process was so good we would have paid for it.”

Claudette Yarbrough  
Superintendent, EPIC Award Winner  
Higgs Carter King Gifted and Talented Charter Academy



# EPIC Investigation & Analysis Process Overview

**EPIC's practice investigation process & tools guide leaders in identifying, analyzing and describing practices and actions that other schools can learn from.**



- **Orientation to Practice Analysis** introduces school leaders to the tools and process for analyzing practice
- **Practice Portfolio** leads schools to examine evidence of a practice's contribution to achievement gains
- **Visit or phone call** helps EPIC researchers and grant partners narrow focus of each school's practice and see it in real time
- **Practice Analysis Plan** distills the practice and evidence to guide documentation
- **Documentation** filming or writing up the practice with input from school leaders

# EPIC Case Studies

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Sections	Examples – Monarch Academy
Analyze and Plan	<i>Identifying and Diagnosing the Need: Building Structures to Support Meaningful Conversations About Data</i>
Implement	<i>Executing the Practice: Codifying the Structure for Using Data to Inform Instruction</i>
Reflect	<i>Overcoming Obstacles and Learning from Mistakes: Building Capacity Following Turnover in a Leadership Team</i>
Adapt and Improve	<i>Building on Success: Implementing a Structured Practice Around Video Observation of Instruction</i>

# Use cases for EPIC Resources

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**Courses and Workshops** – in-person, video/artifact-based PD



**Webinars** – interactive, online, video/artifact-based PD



**Coaching** – examination of effective practices and actions through analysis of video and artifacts



**On-Demand Personal Learning and Reference**  
– searchable database of vetted, contextualized resources

# The EPIC Knowledge System

EPIC resources are sorted in six categories:

- Learning and Teaching
- Culture
- Assessment and Data
- Personal Leadership
- Aligned Staff
- Operations & Systems

<http://epic.newleaders.org>

New Leaders  
EPIC PROGRAM

Log In | Create an Account | Enter Keywords | SEARCH

Learning from High-Need Schools Driving Achievement Gains

LEARNING & TEACHING | ASSESSMENT & DATA | CULTURE | ALIGNED STAFF | PERSONAL LEADERSHIP | OPERATIONS & SYSTEMS

**Professional Development Resources**

EPIC works collaboratively with our grant partners to develop and deliver professional development that makes use of case studies, videos, and school artifacts from the EPIC Knowledge System. Plans for these professional development sessions, including videos, presentations, tools, and assignments are now available to members of the EPIC community on the Professional Development Resources page.

Read More >

**Log In**

Email:

Password:

Forgot your password?

**EPIC and the UEF**

The Urban Excellence Framework is New Leaders' strong stance on what happens in high-need schools making dramatic gains in academic achievement.

Learn about EPIC and the UEF >

**EPIC Leadership Development Programs**

Access your program site and learn about EPIC leadership development programs >

**Contact Us**

Have questions about EPIC or this website?

Get in touch with us >

**Featured Resources**

**PD SESSION PLAN**

**SMART Goal-Setting and Action-Planning for Results (4-Hour Workshop for Assistant Principals)**

Establish targeted and high-impact SMART goals, and create manageable and effective action plans... >

**VIDEO**

**Professional Development on Teaching Math Word Problems**

Harriet Tubman Elementary School (2009-10)

Principal-led PD focusing on strategies for helping students analyze word problems and select an... >

**VIDEO**

**Using a Book Study to Open Up Dialogue on Cultural Competency Issues**

Aspire Centennial College Preparatory Academy (Charter) (2009-10)

A principal facilitates a professional development session with teachers about cultural... >

**PRACTICE PROFILE**

**Professional Development on Effective Teaching Techniques**

Columbus Collegiate Academy (Charter) (2009-10)

Videos present PD activities to support schoolwide implementation of Doug Lemov's teaching... >

**PD SESSION PLAN**

**Principal Observations (1-Hour Webinar for Principals and Aspiring Principals)**

Investigate how principals observe classrooms to assess quality of instruction. Workshop includes... >

**CASE STUDY**

**Integrating Writing Across the Curriculum**

Morey Middle School (2010-11)

A middle school integrates writing instruction across the curriculum to address a persistent lack... >

New Leaders

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# Effective Practice Videos

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Boston Collegiate Charter School  
Cohort 1, 2, 3, and 5 winner



Monarch Academy in Oakland  
Cohort 1 and 2 winner



# Boston Collegiate, (Grades 5-12)

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**Location:** Boston, MA

**EPIC Award Level:** 4 Time Silver- Gain School

**Case Study:** Observation and Feedback Practices to Support New Teachers and Instructional Rigor

## ***Student Achievement Highlights:***

- 100% admittance into college for 8 graduating classes
- First in the state for math for three consecutive years





# Boston Collegiate, (Grades 5-12)

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## Discussion:

1. What feedback would you give this teacher and do you have any feedback for the administrator?



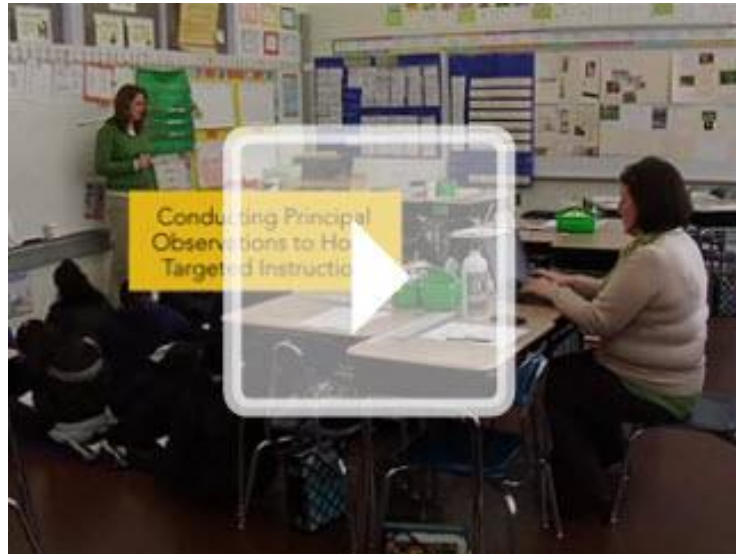
# Monarch Academy, Aspire Public Schools (Grades K-5)

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**Location:** Oakland, California

**EPIC Award Level:** Gold-gain and Silver-Gain school

**Case Study:** *Creating Structures and Protocols for Focused Data Talks*

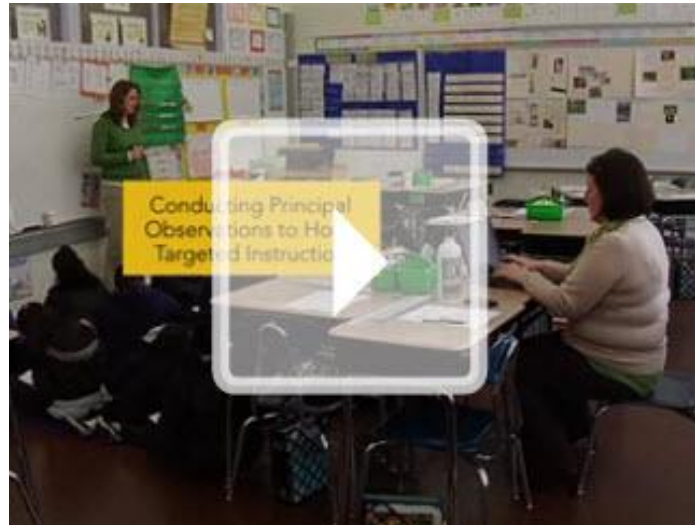


# Monarch Academy, Aspire Public Schools (Grades K-5)

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## Discussion:

1. What you think is valuable in this video, what parts could be the most helpful to educators?
2. How could it be used in a school?



# An EPIC Overview

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## **EPIC National Charter School Consortium**

- \$8 million awarded to over 1,800 charter educators
- 384 charter schools participating over five years

## **EPIC Knowledge System**

- 74 videos from charter schools
- 150 charter and district schools with videos
- 848 artifacts
- 109 Practice profiles

## **Leveraging Resources from EPIC Knowledge System**

- 23 PD Session Lesson Plans
- 2 Master Class Sessions
- 8 Leadership Development programs

# Thank You and Contact Information

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Name	Role	E-mail
C. Allison Jack	Senior Program Director, EPIC National Charter School Consortium	<a href="mailto:ajack@newleaders.org">ajack@newleaders.org</a>
David Negron	Manager, EPIC National Charter School Consortium	<a href="mailto:dnegron@newleaders.org">dnegron@newleaders.org</a>

## EPIC Knowledge System – One-Time Access

<http://epic.newleaders.org/Preview/?id=21>

## New Leaders

<http://www.newleaders.org>

# Questions?



Raise your hand or enter your question in the chat box  
on the left side of your screen.

# Thank you for participating.

- This webinar will be archived at the following website:  
<http://www.charterschoolcenter.org/webinars/>
- Please share your feedback with us through the evaluation.



# National **Charter School** **Resource** Center

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at American Institutes for Research

## **National Charter School Resource Center**

1000 Thomas Jefferson Street NW

Washington, DC 20007-3835

Phone: 877-277-2744

Website: [www.charterschoolcenter.org](http://www.charterschoolcenter.org)

E-Mail: [charterschoolcenter@air.org](mailto:charterschoolcenter@air.org)



**ED.gov**

The National Charter School Resource Center is funded by the U.S. Department of Education's Office of Innovation and Improvement and administered by American Institutes for Research, under contract number ED-04-CO-0109/0004.

